



**DESERT WATER AGENCY**  
**Teamsters Local 1932 Position Classification and Monthly Salary Schedule**  
**Effective 04/01/2026**

DEPARTMENT	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<b>ACCOUNTING</b>							
	Account Clerk I	24	\$ 4,810	\$ 5,057	\$ 5,301	\$ 5,579	\$ 5,854
	Account Clerk II	31	\$ 5,715	\$ 6,008	\$ 6,313	\$ 6,636	\$ 6,966
	Account Clerk III	34	\$ 6,158	\$ 6,466	\$ 6,794	\$ 7,136	\$ 7,503
	Account Clerk/Telephone Operator	20	\$ 4,359	\$ 4,579	\$ 4,810	\$ 5,057	\$ 5,301
	Accountant	46	\$ 8,271	\$ 8,700	\$ 9,142	\$ 9,598	\$ 10,089
	Computer Operator I	31	\$ 5,715	\$ 6,008	\$ 6,313	\$ 6,636	\$ 6,966
	Computer Operator II	40	\$ 7,136	\$ 7,503	\$ 7,880	\$ 8,271	\$ 8,700
	Office Assistant	20	\$ 4,359	\$ 4,579	\$ 4,810	\$ 5,057	\$ 5,301
	Senior Account Clerk	40	\$ 7,136	\$ 7,503	\$ 7,880	\$ 8,271	\$ 8,700
<b>ADMINISTRATIVE</b>							
	Administrative Assistant I	33	\$ 6,008	\$ 6,313	\$ 6,636	\$ 6,966	\$ 7,318
	Administrative Assistant II	38	\$ 6,794	\$ 7,136	\$ 7,503	\$ 7,880	\$ 8,271
	Administrative Assistant III	40	\$ 7,136	\$ 7,503	\$ 7,880	\$ 8,271	\$ 8,700
	Senior Administrative Assistant	46	\$ 8,271	\$ 8,700	\$ 9,142	\$ 9,598	\$ 10,089
<b>CONSERVATION</b>							
	Conservation Specialist I	38	\$ 6,794	\$ 7,136	\$ 7,503	\$ 7,880	\$ 8,271
	Conservation Specialist II	43	\$ 7,687	\$ 8,077	\$ 8,485	\$ 8,915	\$ 9,367
	Senior Conservation Specialist	47	\$ 8,485	\$ 8,915	\$ 9,367	\$ 9,844	\$ 10,332
	Outreach and Conservation Associate	45	\$ 8,077	\$ 8,485	\$ 8,915	\$ 9,367	\$ 9,844
<b>CONSTRUCTION</b>							
	Equipment Operator	36	\$ 6,466	\$ 6,794	\$ 7,136	\$ 7,503	\$ 7,880
	Water Service Worker I	28	\$ 5,301	\$ 5,579	\$ 5,854	\$ 6,158	\$ 6,466
	Water Service Worker II	33	\$ 6,008	\$ 6,313	\$ 6,636	\$ 6,966	\$ 7,318
	Water Service Worker III	37	\$ 6,636	\$ 6,966	\$ 7,318	\$ 7,687	\$ 8,077
<b>CONSTRUCTION - FLEET MAINTENANCE</b>							
	Fleet Mechanic I	32	\$ 5,854	\$ 6,158	\$ 6,466	\$ 6,794	\$ 7,136
	Fleet Mechanic II	37	\$ 6,636	\$ 6,966	\$ 7,318	\$ 7,687	\$ 8,077



**DESERT WATER AGENCY**  
**Teamsters Local 1932 Position Classification and Monthly Salary Schedule**  
**Effective 04/01/2026**

DEPARTMENT	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<b>ENGINEERING</b>							
	Associate Engineer	56	\$ 10,596	\$ 11,124	\$ 11,686	\$ 12,264	\$ 12,883
	CMMS Specialist	44	\$ 7,880	\$ 8,271	\$ 8,700	\$ 9,142	\$ 9,598
	Construction Inspector I	40	\$ 7,136	\$ 7,503	\$ 7,880	\$ 8,271	\$ 8,700
	Construction Inspector II	44	\$ 7,880	\$ 8,271	\$ 8,700	\$ 9,142	\$ 9,598
	Engineering Technician I	34	\$ 6,158	\$ 6,466	\$ 6,794	\$ 7,136	\$ 7,503
	Engineering Technician II	39	\$ 6,966	\$ 7,318	\$ 7,687	\$ 8,077	\$ 8,485
	Engineering Technician III	43	\$ 7,687	\$ 8,077	\$ 8,485	\$ 8,915	\$ 9,367
	GIS Specialist I	46	\$ 8,271	\$ 8,700	\$ 9,142	\$ 9,598	\$ 10,089
	GIS Specialist II	49	\$ 8,915	\$ 9,367	\$ 9,844	\$ 10,332	\$ 10,850
	Junior Engineer	49	\$ 8,915	\$ 9,367	\$ 9,844	\$ 10,332	\$ 10,850
	Senior Engineer	64	\$ 12,883	\$ 13,525	\$ 14,200	\$ 14,920	\$ 15,685
	Senior Engineering Technician	45	\$ 8,077	\$ 8,485	\$ 8,915	\$ 9,367	\$ 9,844
	Senior GIS Specialist	52	\$ 9,598	\$ 10,089	\$ 10,596	\$ 11,124	\$ 11,686
	Staff Engineer	51	\$ 9,367	\$ 9,844	\$ 10,332	\$ 10,850	\$ 11,389
<b>SAFETY</b>							
	Safety and Training Technician	43	\$ 7,687	\$ 8,077	\$ 8,485	\$ 8,915	\$ 9,367
	Safety and Training Specialist	47	\$ 8,485	\$ 8,915	\$ 9,367	\$ 9,844	\$ 10,332
<b>FIELD SERVICES</b>							
	Field Services Representative II	37	\$ 6,636	\$ 6,966	\$ 7,318	\$ 7,687	\$ 8,077
	Field Services Representative III	41	\$ 7,318	\$ 7,687	\$ 8,077	\$ 8,485	\$ 8,915
	Field Services Technician I	27	\$ 5,184	\$ 5,444	\$ 5,715	\$ 6,008	\$ 6,313
	Field Services Technician II	31	\$ 5,715	\$ 6,008	\$ 6,313	\$ 6,636	\$ 6,966
	Field Services Technician III	37	\$ 6,636	\$ 6,966	\$ 7,318	\$ 7,687	\$ 8,077



**DESERT WATER AGENCY**  
**Teamsters Local 1932 Position Classification and Monthly Salary Schedule**  
**Effective 04/01/2026**

DEPARTMENT	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<b>INFORMATION TECHNOLOGY</b>							
	PC Support Technician I	37	\$ 6,636	\$ 6,966	\$ 7,318	\$ 7,687	\$ 8,077
	PC Support Technician II	43	\$ 7,687	\$ 8,077	\$ 8,485	\$ 8,915	\$ 9,367
	Senior PC Support Technician	51	\$ 9,367	\$ 9,844	\$ 10,332	\$ 10,850	\$ 11,389
	Programmer I	50	\$ 9,142	\$ 9,598	\$ 10,089	\$ 10,596	\$ 11,124
	Programmer II	54	\$ 10,089	\$ 10,596	\$ 11,124	\$ 11,686	\$ 12,264
<b>OPERATIONS</b>							
	Operations Technician I	37	\$ 6,636	\$ 6,966	\$ 7,318	\$ 7,687	\$ 8,077
	Operations Technician II	41	\$ 7,318	\$ 7,687	\$ 8,077	\$ 8,485	\$ 8,915
	Operations Technician III	46	\$ 8,271	\$ 8,700	\$ 9,142	\$ 9,598	\$ 10,089
	Operations Technician in Training	30	\$ 5,579	\$ 5,854	\$ 6,158	\$ 6,466	\$ 6,794
	System Operator I	35	\$ 6,313	\$ 6,636	\$ 6,966	\$ 7,318	\$ 7,687
	System Operator II	38	\$ 6,794	\$ 7,136	\$ 7,503	\$ 7,880	\$ 8,271
	System Operator III	41	\$ 7,318	\$ 7,687	\$ 8,077	\$ 8,485	\$ 8,915
	System Operator in Training	30	\$ 5,579	\$ 5,854	\$ 6,158	\$ 6,466	\$ 6,794
<b>PUBLIC AFFAIRS</b>							
	Public Affairs Specialist I	41	\$ 7,318	\$ 7,687	\$ 8,077	\$ 8,485	\$ 8,915
	Public Affairs Specialist II	45	\$ 8,077	\$ 8,485	\$ 8,915	\$ 9,367	\$ 9,844
	Senior Public Affairs Specialist	48	\$ 8,700	\$ 9,142	\$ 9,598	\$ 10,089	\$ 10,596
	Public Affairs and Water Planning Coordinator	42	\$ 7,503	\$ 7,880	\$ 8,271	\$ 8,700	\$ 9,142
<b>SNOW CREEK SECURITY</b>							
	Snow Creek Security	17	\$ 3,083	\$ 3,236	\$ 3,400	\$ 3,567	\$ 3,745
	Security Guard	20	\$ 4,359	\$ 4,579	\$ 4,810	\$ 5,057	\$ 5,301
<b>WATER RESOURCES</b>							
	Water Resources Specialist I	42	\$ 7,503	\$ 7,880	\$ 8,271	\$ 8,700	\$ 9,142
	Water Resources Specialist II	49	\$ 8,915	\$ 9,367	\$ 9,844	\$ 10,332	\$ 10,850
	Senior Water Resources Specialist	53	\$ 9,844	\$ 10,332	\$ 10,850	\$ 11,389	\$ 11,967



**DESERT WATER AGENCY**  
**Non Represented Employees**  
**Position Classification and Monthly Salary Schedule**  
**Effective 04/01/2026**

DEPARTMENT	POSITION TITLE	RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
<b>ACCOUNTING</b>							
	Account Clerk III (Payroll Only)	34	\$ 6,158	\$ 6,466	\$ 6,794	\$ 7,136	\$ 7,503
	Senior Account Clerk (Payroll Only)	40	\$ 7,136	\$ 7,503	\$ 7,880	\$ 8,271	\$ 8,700
	Accounting Supervisor	57	\$ 10,850	\$ 11,389	\$ 11,967	\$ 12,567	\$ 13,199
	Controller	66	\$ 13,525	\$ 14,200	\$ 14,920	\$ 15,685	\$ 16,478
<b>ADMINISTRATIVE</b>							
	Executive Secretary/Assistant Secretary to the Board	54	\$ 10,089	\$ 10,596	\$ 11,124	\$ 11,686	\$ 12,264
	Senior Administrative Assistant (Admin. Dept. Only)	46	\$ 8,271	\$ 8,700	\$ 9,142	\$ 9,598	\$ 10,089
<b>CONSERVATION</b>							
	Conservation Manager	60	\$ 11,686	\$ 12,264	\$ 12,883	\$ 13,525	\$ 14,200
<b>CONSTRUCTION</b>							
	Assistant Construction Superintendent	53	\$ 9,844	\$ 10,332	\$ 10,850	\$ 11,389	\$ 11,967
	Construction Superintendent	65	\$ 13,199	\$ 13,860	\$ 14,564	\$ 15,301	\$ 16,077
	Water Service Foreman	46	\$ 8,271	\$ 8,700	\$ 9,142	\$ 9,598	\$ 10,089
<b>CONSTRUCTION - FLEET MAINTENANCE</b>							
	Fleet Mechanic Foreman	46	\$ 8,271	\$ 8,700	\$ 9,142	\$ 9,598	\$ 10,089
<b>ENGINEERING</b>							
	Laboratory Director	61	\$ 11,967	\$ 12,567	\$ 13,199	\$ 13,860	\$ 14,564
	Engineering Manager	72	\$ 15,685	\$ 16,478	\$ 17,309	\$ 18,167	\$ 19,081



**DESERT WATER AGENCY**  
**Non Represented Employees**  
**Position Classification and Monthly Salary Schedule**  
**Effective 04/01/2026**

SAFETY											
Safety and Training Manager	<b>54</b>	\$	10,089	\$	10,596	\$	11,124	\$	11,686	\$	12,264

FIELD SERVICES											
Field Services Supervisor	<b>53</b>	\$	9,844	\$	10,332	\$	10,850	\$	11,389	\$	11,967

INFORMATION TECHNOLOGY											
Information Technology Manager	<b>65</b>	\$	13,199	\$	13,860	\$	14,564	\$	15,301	\$	16,077

OPERATIONS											
Operations Manager	<b>65</b>	\$	13,199	\$	13,860	\$	14,564	\$	15,301	\$	16,077
Operations Supervisor	<b>60</b>	\$	11,686	\$	12,264	\$	12,883	\$	13,525	\$	14,200
Operations Technician Foreman	<b>51</b>	\$	9,367	\$	9,844	\$	10,332	\$	10,850	\$	11,389

MANAGEMENT											
General Manager	<b>Contract</b>		N/A		N/A		N/A		N/A		\$26,250
Assistant General Manager	<b>83</b>	\$	20,533	\$	21,556	\$	22,634	\$	23,770	\$	24,958
Assistant General Manager-Chief Engineer	<b>84</b>	\$	21,033	\$	22,086	\$	23,185	\$	24,348	\$	25,566
Finance Director	<b>81</b>	\$	19,559	\$	20,533	\$	21,556	\$	22,634	\$	23,770
Human Resources Director	<b>69</b>	\$	14,564	\$	15,301	\$	16,077	\$	16,887	\$	17,742
Director of IT and Cybersecurity	<b>69</b>	\$	14,564	\$	15,301	\$	16,077	\$	16,887	\$	17,742
Director of Public Affairs and Conservation	<b>74</b>	\$	16,478	\$	17,309	\$	18,167	\$	19,081	\$	20,030

PUBLIC AFFAIRS											
Public Affairs Manager	<b>61</b>	\$	11,967	\$	12,567	\$	13,199	\$	13,860	\$	14,564

WATER RESOURCES											
Water Resources Manager	<b>64</b>	\$	12,883	\$	13,525	\$	14,200	\$	14,920	\$	15,685